

Minutes
Committee on Equal Opportunities
Council on Postsecondary Education
February 20, 2007

The Committee on Equal Opportunities met February 20, 2007, at Kentucky State University, Frankfort, Kentucky. Chair Baker presided.

Roll Call

Members present: Walter Baker, Jerome Bowles, Raoul Cunningham, Margaret Allen Daniel, Phyllis Maclin, Cynthia Fox for Linda Stride Murnane, Joan Taylor, Wendell Thomas, Jesse Harris, and David Welch.

Members absent: Ryan Quarles, and Charles Whitehead.

Approval of Minutes

The minutes of the October 16 meeting were approved as distributed.

Jefferson Community and
Technical College Campus
Visit Report

RECOMMENDATION: The staff recommends that the CEO adopt the report of its campus visit to Jefferson Community and Technical College, September 29, 2006, and that the report be forwarded to the KCTCS president and JCTC president along with a request that a report regarding its implementation be given at the April 16, 2007, CEO meeting.

Mr. Jackson introduced the item by stating that the committee conducted a campus visit at Jefferson Community and Technical College. The staff report was shared with the KCTCS system office and with officials at JCTC for review and comment. Where appropriate, the comments were addressed in the report. The final report is now presented to the committee for adoption. Following action by the committee, the report will be forwarded to the president of KCTCS and the president of JCTC with a request that a report regarding implementation of the recommendations be presented at the April 16, CEO meeting.

MOTION: Phyllis Maclin moved to adopt the final report. Mr. Bowles seconded the motion.

VOTE: The motion passed.

University of Kentucky
Campus Visit Report

RECOMMENDATION: The staff recommends that the CEO adopt the report of its campus visit to the University of Kentucky, October 16, 2006, and that the report be forwarded to the University of Kentucky president along with a request that a report regarding its implementation be given at the April 16, 2007 CEO meeting.

Mr. Jackson introduced the item by stating that the committee conducted a campus visit at the University of Kentucky. The staff report was shared with UK officials for review and comment. Where appropriate, the comments

were addressed in the report. The final report is now presented to the committee for adoption. Following action by the committee, the report will be forwarded to the president of the University of Kentucky with a request that a report regarding implementation of the recommendations be presented at the April 16 CEO meeting.

MOTION: Wendell Thomas moved to adopt the final report. Ms. Taylor seconded the motion.

VOTE: The motion passed.

Report: Reporting Estimated Entering Fall Enrollment

Mr. Jackson reported that each year at the October meeting the committee receives a report detailing the estimated entering fall enrollment. The report gives the committee and the institutions a snap-shot of the trends toward improving the participation of ethnic minorities in the public postsecondary education system.

After extensive discussion at the October 16, 2006, meeting, the committee confirmed that reporting of entering enrollment will be continued and asked staff to recommend a reporting procedure that ensures all institutions are identifying and reporting students using the same process, that results in comparisons that are not misleading, and that recognizes the unique characteristics of the institutions. The process below was adopted by the committee to collect and report entering fall estimated enrollment.

The Process:

- o Early enrollment estimates for all students will continue to be collected as they have in the past; however, the early enrollment estimates for entering freshmen by race at the universities will include students who either, enter as first-time students in the fall or as first-time during the summer and returned in the fall.
- o These summer/fall cohort figures will be compared to official summer/fall figures from the previous year based on the data submitted through the comprehensive database.
- o The summer/fall cohort for KCTCS will be compared to data they supply for the same point in time from the previous year and not official end-of-term figures.

This overall approach will insure a better, more accurate way of informing the committee and the public of the progress made by the postsecondary system.

MOTION: Raoul Cunningham moved to adopt the suggested process. Mr. Thomas seconded the motion.

VOTE: The motion passed.

Report: 2007 Institutional
Degree Program Eligibility

Mr. Jackson reported that the annual report card describing institutional success in implementing strategies to achieve the objectives of the *1997-2002 Kentucky Plan for Equal Opportunities* that promotes compliance with Title VI of the Civil Rights Act of 1964 was provided. The report was given to the Council at its January meeting.

Based on success in enrolling, retaining, and hiring African Americans, seven universities and 12 community and technical colleges automatically qualified to propose new degree programs in 2007. For the first time, one institution, the University of Louisville, has made progress on all eight plan objectives in multiple years. Kentucky State University has for multiple years made progress on all seven of its plan objectives.

The institutions were recognized for their significant effort and attention to access and equity for ethnic minority students, faculty, and staff of the postsecondary education system. A detailed report was included in the agenda book.

Report: Morehead State
University Campus Visit
Recommendations
Implementation

The campus visit to Morehead State University was conducted in spring 2006. The committee was unable to include the initial response by MoSU on its October 2006 agenda. This represents the initial report on the status of implementing recommendations contained in the CEO campus visit report. The report identifies strategies used by the institutions to implement each recommendation and includes discussion regarding the level of success and how success is evaluated. Status reports assist the CEO in monitoring institutional progress in implementing The Kentucky Plan for Equal Opportunities and the Partnership Agreement with the U. S. Department of Education's Office for Civil Rights. Dr. Wayne D. Andrews, President of Morehead State University, and Ms. Francene Botts-Butler, MSU staff discussed the report highlights.

- o The president insist that faculty and professional staff exhibit a certain level of decorum and professionalism; this is emphasized in the evaluation process.
- o Exit interviews are conducted by the university when students drop out and when faculty or staff depart the university. The information is used internally to strengthen the educational process and programs.
- o A university wide review of academic advising was conducted during 2006. The outcome suggested that MoSU should assign university level responsibility for advising, retain a shared structure between department and program, give responsibility for advising minority students without a major to the minority retention coordinator, and retain the online survey of student satisfaction.
- o Overall retention data is given to all departments and colleges. The university has created a new position, director of institutional research and assessment, to complete further analysis of retention activities at MoSU.
- o To attract more minorities to graduate programs, additional funds were

- identified for graduate assistantships.
- o The Assistant Provost for Diversity and the Office for Human Resources will conduct diversity workshops with faculty and staff.
- o An assistant provost was hired to help with minority student recruitment for the graduate school.

A written report is included in the agenda as an attachment.

Report: Developmental
Education Task force
Recommendations

Mr. Jackson reported that the Council's Quality and Accountability Policy Group formed the Developmental Education Task Force as a result of recent reports by the Council showing that in both 2002 and 2004 just over 50 percent of the first-time freshmen did not meet the Council's standard for preparation in math, English, and reading. Additionally, underprepared students were twice as likely to drop out by the sophomore year as prepared students (38.8 percent compared to 19.5 percent).

Members initially identified 36 recommendations within the following framework of seven problem statements:

1. Too much variability exists in institutional delivery of developmental education services in postsecondary education, resulting in varying degrees of developmental student success.
2. Collaboration that is more effective is needed between postsecondary education and P-12/adult education to significantly reduce the proportion of underprepared freshmen who were recent high school graduates.
3. Kentucky's teacher educator programs need more targeted programs to improve K-12 teacher preparation and professional development addressing teachers' ability to produce college-ready students in mathematics, English, and reading.
4. A targeted strategic funding and accountability system is needed to support postsecondary institutions in promoting the success of underprepared students and hold them accountable for doing so.
5. Collaboration between adult education and postsecondary education must be directed toward reducing the proportion of underprepared GED graduates.
6. The large opportunity gaps in the preparation levels of minority and nontraditional students must be reduced, and the effectiveness of postsecondary developmental education programs for those students must be improved.
7. State-level assessment and placement policies must be revised to reflect current best practices and ensure students receive the help they need when they need it.

The final report will be presented to the Council for action at its next meeting. If members of The CEO have suggestions or comments, please forward those comments to be shared with the staff of the task force.

Report: *The Partnership
Agreement and The*

Partnership Agreement: There is no change in the status of the partnership with the U.S. Department of Education's Office for Civil Rights.

Kentucky Plan

Report: Southern Regional Education Board Doctoral Scholars Program

Statewide Diversity Plan: The Council is in negotiations with the selected contractor to enter into a contract to conduct the statewide diversity study. The project is scheduled for completion February 2008.

The Southern Regional Education Board (SREB) Doctoral Scholars Program is a cooperative interstate venture that seeks to support and encourage minority students to pursue doctoral degrees. The program seeks to increase the number of minority faculty members and executives employed by increasing the available pool of minority candidates. The Council, the University of Kentucky, and the University of Louisville jointly implement the program in Kentucky. The specific areas of concentration supported by the program are science, mathematics, education (math or science), and engineering. The program has proven to be an unqualified success.

Status of Kentucky Scholars

- The program has served 72 scholars as of December 2006, produced 34 graduates, and has 30 students currently matriculating.
- There are 65 African Americans, two Hispanic Americans, four American Indian/Alaskan Natives, and one scholar identified as other. 43 females and 29 males are served by the program.
- Fields of study are science and technology, 20 percent; business and management, 4 percent; health professions, 2 percent; mathematics, 4 percent; social and behavioral sciences, 30 percent; humanities, 30 percent; education, 4 percent; and engineering, 6 percent.
- The University of Kentucky has served 46 scholars, the University of Louisville 25 scholars, and one scholar has been served by a non-Kentucky institution.
- Time to degree from program entrance averaged 1.7 years for scholars entering the program to complete the dissertation and 3.8 years for doctoral scholars (students having to complete the entire Ph. D. program including the dissertation).
- Of the 34 graduates, 30 are currently employed, 80 percent in education (all in postsecondary education).
- Kentucky postsecondary education employs 11 SREB graduates (Council on Postsecondary Education 1, Eastern Kentucky University 1, Kentucky State University 1, Morehead State University 2, University of Louisville 4, University of Kentucky 1, and Berea College 1).

Status of General Program

- As of December 2006, the program has served 715 scholars, produced 336 graduates, with 292 students currently matriculating.
- There are 612 African Americans, 23 Asian Americans, 50 Hispanic Americans, 16 American Indian/Alaskan Natives, and 14

scholars identified as other. 467 females and 248 males are served by the program. The average age at entry is 30 years.

- Areas of concentration are science and technology, 23 percent; business and management, 10 percent; health professions, 7 percent; mathematics, 5 percent; social and behavioral sciences, 21 percent; humanities, 20 percent; education, 6 percent; and engineering, 8 percent.
- Time to degree from program entrance averaged 1.7 years for dissertation scholars and 3.8 years for doctoral scholars.
- Of the 336 graduates, 312 are currently employed, 78 percent are in education, and 76 percent are in postsecondary education.
- 56 percent are teaching, 11 percent are in academic administration, 17 percent have a postdoctoral appointment at a Research one institution, and 16 percent are employed in nonacademic areas.
- 71 percent of the graduates are employed within states that have participated in the SREB Doctoral Scholars Program.

Report: 2007 CEO Campus Visit Schedule

The committee conducts campus visits to observe and evaluate institutional activities through data analysis and discussions with administrators, executives, students, faculty, campus environment team, and others in the campus community to learn firsthand about the success of equal opportunity plan implementation. The committee agreed to conduct the next campus visit at Madisonville Community and Technical College, March 26, 2007.

Information: Institutional Implementation of CEO Campus Visit Recommendations

Status reports were provided by five institutions. The WKU representative did not attend the meeting. The reports assist the CEO in addressing its responsibility to monitor institutional progress in implementing The Kentucky Plan for Equal Opportunities and the Partnership Agreement with the U. S. Department of Education's Office for Civil Rights. Reports were given by:

Ms. Sandra Moore, Eastern Kentucky University
 Dr. Gwen Joseph, Kentucky Community and Technical College System
 Ms. Annazette McCane, Murray State University
 Dr. Dennis Weatherby, Northern Kentucky University
 Dr. Mordean Taylor-Archer, University of Louisville

Information: Waivers of KRS 164.020(19)

Mr. Jackson reported that two institutions implemented new academic programs under the waiver status during the 2006 calendar year: (1) Madisonville Community College (3.02.06) and (2) Morehead State University (6.23.06).

Recognition & Resolutions

RECOMMENDATION: The staff recommends that the committee recognize and commend the service of Ms Hilma Prather for her service to the Council on Postsecondary Education and the Committee on Equal Opportunities by adopting a resolution and forwarding the same to the

Council on Postsecondary Education and to Ms. Prather.

Mr. Jackson provided the committee a copy of the suggested resolution and stated that Ms. Prather has accepted appointment to the Board of Directors of Kentucky Education Television as a postsecondary education representative.

MOTION: David Welch moved to adopt the final resolution. Mr. Thomas seconded the motion.

VOTE: The motion passed.

Information and Other Business

Mr. Jackson summarized the remaining information items in the agenda book.

Dr. Rana Johnson provided a brief summary of planned EEO conferences for 2007, the Governor's Minority Student College Preparation Program at Morehead State University June 2007, and the Proficient Seniors and Juniors Conference at the University of Louisville June 2007.

Adjournment

The meeting adjourned at 12:01 p.m.